

UUP Cortland Chapter - Executive Board

Meeting Minutes November 15, 2007

Location: Corey Union 305-306

Attending: Ashley, Atkins, Borden, Brush, Dangler, Galutz, Gebhard, Owens, Pasquarello, Ritchie, Schaffer, Steck, Wiegard

Note: This was a special discussion meeting with no actions or motions.

A. Announcements

- The emergency phone box at the blue light outside of Cornish on the Library Plaza has been rendered unavailable when the contractor fenced it inside the construction fence which has been put up for the term of the Education/Cornish project (Galutz)
- Some 40 people have signed up for the Pre-Retirement Seminar, November 29th (Schaffer)
- The legal advice setup supposedly put in place for international employees does not seem to be working well: internationals are either not getting the legal advice that is supposed to be made available to them, or are not benefiting from what advice they do get (Dangler)
- As a followup from the sexual harassment training session where a female faculty member asked this question, what possibilities are there for having inappropriate comments removed from Course Teacher Evaluations? (Borden) – This issue to be put on agenda for an upcoming Executive Board meeting

B. Continuation of discussion from 11/7/07 on Part-Time Issues and the UUP Contract

The following question, asked by Borden, framed the discussion: "What plan should be followed if there aren't significant part-time successes in the tentative contract?" Wiegard further asked, "Does the Chapter have the right to advise members regarding the contract?"

- Ashley responded that for members of the Negotiating Team (him and Dangler) and Negotiations Committee (Galutz and him) are required to advocate for the tentative contract once it has been accepted by those bodies. He opined that the Executive Board as a body probably could not take a public stand against the contract.
- Chapter can have open, informational meetings on the contract (in addition to the campus visit by the Team to promote the contract), either on the overall contract or pinpointing specific issues
- Individuals can write letters (on personal paper, using their envelopes and postage) and distribute them around campus, or mail them to home addresses obtained by using the campus directory and phone books/internet or other public access sources. Chapter resources cannot be used for this purpose.
- Suggestions were proffered for ways to urge a particular action or vote:
 - Like the advocacy ads in newspapers with lots of names attached, such an ad might be bought by a group of individuals in the UUP *Voice* or *NY Teacher*.
 - An article could be circulated to all the chapter newsletters;
 - A letter could be sent to the Negotiating Committee members;
- Process of tentative contract acceptance before it comes to membership vote:
 - Negotiating Team, which works at the behest of the UUP President (who has the legal right to negotiate a contract with the State by himself if he wants

- to), meets with UUP President and they jointly agree on whether to accept the tentative contract negotiated by the Team with the State;
- then the tentative contract goes to a vote of the Negotiating Committee (composed of chapter presidents and v-p's), which body has the yay/nay power over whether the contract will go to the membership for vote, or the Team will return to the negotiating table.
- Gebhard asked whether past part-timer contract successes were based on the threat of legal action by one or more members over the issue? No one could answer definitively.
 - Several people opined that the issue of reasonable minima is hard to pin down due to campus differences (university centers and health science centers vs. comprehensives and technology colleges)
 - Many agreed that there seemed to be good evidence that local attempts to increase part-timer salaries have been ineffective.
 - Discussion ensued about whether, since the State has negotiated in the past on part-timer issues, the State legally could be held to be refusing to negotiate a mandatory item if it doesn't budge from its past position not to negotiate state-wide minima for part-timers. As an aside, Dangler noted that she has told the other members of the Team that she won't be able to return to Cortland if they don't get something for part-timers!

C. Items for Labor/Management (Nov. 28th meeting)

Ashley asked that any additional items be sent to him by Monday afternoon, November 19.

Tentative items so far include:

- What question should be asked concerning minima for part-timers?
- Blue-light emergency phone box inside the contractor's fence and unavailable
- Mismanaged window replacement in Old Main; survey people in Old Main
- Larger issues of (a) whether safety requirements are being adequately put into contracts; (b) requirements in construction contracts not being adhered to (e.g., construction workers parking near work site, not at 281 lot) ; and (c) no campus entity actually enforcing the safety requirements in the contracts. Should OSHA be called?
- Willingness of, and timeline for, Administration to put in place a system for employees to unobtrusively signal to University Police that an emergency situation exists, like an individual is behaving in a threatening manner? one example- a special phone number which would require no response from the caller, but would mean that the employee needed UPD presence immediately
- Status of proposal for compensation for independent studies and supervision?

Respectfully submitted,
David Ritchie, Recorder